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*Office Memorandum* • UNITED STATES GOVERNMENT

TO : Comptroller

DATE: 9 MAR 1960

FROM : Chief, Budget Division

SUBJECT: Inspector General's Survey of the CIA Career Service

1. The following comments are made concerning the Inspector General's survey of the CIA Career Service:

a. The paper implies that the only additional costs will be those involved in the proposed overall CIA Career Development Board. Since it appears that each of the new Career Services would be very large, however, it is doubtful that the individual Career Services could be administered without additional help assigned to these specific activities which would undoubtedly also result in substantially greater expenditures than for the Board itself. Of course, it might be possible to staff these various boards from the present Career Service Boards. In most instances, however, the work of the present Boards are absorbed within the office of the Chairman of the Board concerned. For example, it would not be possible for the Comptroller to contribute to one of these Boards since the additional work involved in the Comptroller's Career Service Board is only part time of individuals who would have to be retained in the Comptroller's Office.

b. Under Paragraph M 14, the paper proposed that all "specialists" (including, among others, accountants) would be handled separately on the basis that individuals in these specialized categories wish to remain only "in the limited capacity of their specialty and perhaps unilaterally to pursue their careers further in private life or elsewhere." Certainly employment in CIA ~~exclusively~~ cuts off associations of specialists to a great extent from their professional counterparts in other agencies. After spending a few years in this Agency many specialists have lost a great deal in the way of standing and stature in their own field outside of CIA. This paper does not recognize this situation and implies that it does not exist. It is believed that some consideration must be given to the disadvantages inherent to employment in CIA on the part of such specialists. If special consideration is to be given to other classes of employees, it is believed that an adverse effect in the esprit de corps of specialists would undoubtedly result. It is not believed that this problem has been given adequate consideration.

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c. The organizational relationships between the proposed council and the Offices of Training and Personnel are not clear. The inference can be drawn that the council should decide on the type of training which would be offered in the Agency, on the other hand the Office of Training is under the supervision of the DD/S and thus reports independently to the Director. Although the functions of the Office of Personnel are mentioned in a number of places throughout the paper, a clear delineation of the position of the Office of Personnel to the proposed CIA Career Development Board and the area of responsibility of each is not clear. It is believed that in order to avoid any question in this area, these areas of responsibility should be clearly delineated. In Paragraph L 2, it is stated that the "Board would function independently of a chain of command, report directly to the DCI and exercise his authority in the implementations of his recommendations." (Emphasis supplied). Although the paper also provides that the proposal would require the whole-hearted support of the Deputy Directors and operating officials, it is believed that the success of a program should be dependent primarily on the organization charged with its implementation.

d. The comments concerning the weaknesses of the present career planning are heartily concurred in (see section E, page 11). It is believed that this regulation requiring planning of individual careers should be rescinded as soon as practicable.

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